



EMPLOYMENT TRIBUNALS

Claimant: Ms R Rowan

Respondent: Nova Scientia Ltd (in liquidation)

Heard at: Reading (via CVP) **On:** 5 April 2023

Before: Employment Judge Shastri-Hurst

Representation

Claimant: Mr O Dear (solicitor)

Respondent: Non-attendance

JUDGMENT

1. The claimant's claim of direct sex discrimination is well founded;
2. The claimant's claim of victimisation is well founded;
3. The claimant's claim of breach of contract regarding notice pay is well founded.
4. The claimant is awarded damages for breach of contract as per paragraph 3 in the sum of £16,693.62;
5. The claimant is awarded compensation arising from the discrimination and victimisation as per paragraphs 1 and 2 as follows:
 - a. A sum equivalent to loss of earning for 8 weeks (from the end of her notice period to the commencement of new employment) of £8,988.78; and
 - b. An award for injury to feelings in the sum of £15,000.
6. The total award payable by the respondent is £40,682.40

Employment Judge **Shastri-Hurst**

5 April 2023

Date _____

JUDGMENT SENT TO THE PARTIES ON

15/5/2023

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.